

Task force to study women's status

An ombudswoman.

A full-time gynecologist in Olin Health Center.

More women in the admissions and financial aids offices, and in the Counseling Center and Placement Bureau . . . a few of the suggestions made at a recent meeting called by the female members of the Committee Against Discrimination (CAD).

Purpose of the meeting was to establish a task force to study the status of women on campus. About 30 women — and four men — attended. They discussed areas in which they thought discrimination of women occurs, including academic and vocational counseling, job recruitment, hiring, salaries and promotions, residency requirements and problems within certain divisions of the University (such as the case of no full-time gynecologist at Olin).

While the suggestions called for more female representation in various units of the University, a member of the School of Nursing faculty talked about that

school's experience as an all-female faculty and administration. She said that having women in administrative positions is no guarantee against discrimination, because of the experience in the nursing school, where, she contended, there is "poor support from the University" in money or commitment.

She said examples included promised faculty and student enrollment increases (to come with the Life sciences Buildings) which have never been fulfilled, plus problems in acquiring needed equipment, even lightbulbs. She also cited a problem in winning seats on college or University committees, since the nursing school is one of 17 departments in a college (natural science) that is predominately male.

* * *
OTHER suggestions by the women at the meeting included:

— A breakdown on jobs and salaries offered through the Placement Bureau

(Continued on page 2)



— Drawing by Bob Brent

Wage report, bargaining on AAUP slate

Faculty salaries and collective bargaining headline the agenda for the first open meeting of the MSU chapter of the American Association of University Professors, Thursday (Nov. 19) at 7:30 p.m. in the Gold Room of the Union.

A brief review of current faculty salaries will be presented by Einar Hardin, professor of labor and industrial relations. Hardin will also discuss salary changes from previous years.

Four faculty members from Michigan schools which now have collective bargaining agreements will speak at the meeting.

Profs. Jim McKay and Joe DeMent of Oakland University will discuss the situation at their school, where the AAUP was recently recognized as the bargaining agent for faculty. Also speaking will be Tom Brite and Bob Clason of Central Michigan University, where a local unit of the Michigan Association for Higher Education (an arm of the Michigan Education Association) represents faculty in bargaining.

AAUP secretary W. Fred Graham, associate professor in Justin Morrill College, said the open meeting is an effort to begin dialogue on the possibilities and perils of collective bargaining at MSU.

Varner selected to speak at fall term commencement

Durward B. Varner, former MSU administrator and Oakland-University chancellor, will return to the campus Dec. 5 to deliver the fall term commencement address.

The ceremony begins at 3 p.m. in the Auditorium.

Varner is now chancellor at the University of Nebraska, a post he took last Feb. 1 after 10 years as Oakland chancellor. Before that he had been director of the Cooperative Extension Service and later vice president in charge

of off-campus programs at MSU.

As Oakland's first chancellor, Varner guided the school from its inception with 570 students to an enrollment of nearly 7,000.

Established as an affiliate of MSU, Oakland became an autonomous school earlier this year.

Varner holds a bachelor's degree from Texas A&M and the master's degree from the University of Chicago. He will receive an honorary doctor of laws degree at the fall commencement.

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Council set for another try at the participation issue

The motion before the Academic Council when it reconvenes today at 3:15 p.m. in the Con Con Room of the International Center concerns decreasing the percentage vote required for Council actions to be referred to the Academic Senate.

Currently, an action by the Council receiving a simple majority vote (51 per cent) is forwarded to the Senate. A motion from Thomas H. Greer, professor of humanities, would change that 51 per cent to 40 per cent.

The Council will meet today in its fourth November session to resume consideration of the special Panel Report on Student Participation in Academic Governance.

Concern over faculty prerogatives continued to prevail at the Nov. 10 meeting, as amendments to the document were approved to remove faculty affairs from the purview of the student affairs committee (whose name was amended from its original title of Faculty-Student Affairs Committee).

Faculty affairs are part of the current committee's charge, but with the student participation recommendations, the new committee would have a majority of student members (11 students to seven faculty).

Paul M. Hurrell, professor in Justin Morrill College, offered a motion to deny faculty members on this committee voting privileges. The motion would have provided a parallel to previous Council action: If students are not to vote on faculty affairs, faculty would not vote on student affairs. The motion was defeated.

A May 12 Council action which revised Article Seven of the Academic Freedom Report (pertaining to amendment procedures for that document) was rescinded on a motion by Charles Killingsworth, University professor of labor and industrial

relations. The May 12 action had provided the committee on student affairs with veto power on amendments.

In other action on the student participation report, the Council:

— Increased the graduate student representation on the business affairs committee from one to two.

— Changed the selection procedures for faculty members of the student affairs and public safety committees from appointment by the president from among a list of candidates to be compiled by the Committee on Committees to actual selection by the Committee on Committees.

— Amended the bylaws to clarify the relationship between the Council and the Senate.

The fall term Senate meeting has been postponed indefinitely.

Telephone rates increased, but discounts are offered

The new telephone rates for Michigan that went into effect Oct. 20 mean that the University's phone bill will go up, but there are several ways that campus callers can help keep the toll down.

Main feature of the new rate system is a discount offered to callers who dial their own intrastate long distance calls. Charges for long distance calls made to points outside the state are not affected.

Under the new rates, the three-minute period for intrastate long distance calls has been dropped, and all such calls are being charged by the minute. This means that one - or

two-minute calls under the new system can cost less than calls of three minutes or more under the old rates.

The new long distance rates within Michigan range from 5 cents a minute for calls below 20 miles to 35 cents a minute for calls over 200 miles.

Persons dialing their own calls receive a 20 per cent discount on weekdays from 7 a.m. to 5 p.m. and on Sundays from 5 p.m. to 11 p.m. A 40 per cent discount is given at all other times, and on Christmas, New Year's,

(Continued on page 3)

Women's status examined . . .

(Concluded from page 1)

together with a breakdown on the same jobs and salaries after they are accepted;

— A questionnaire sent to unit heads regarding the hiring of women employees, similar to the one sent earlier this year to department heads regarding the hiring of minority employees;

— The College of Human Ecology's budget for female graduate students compared to budgets for graduate departments in other colleges.

— Comparison of ratios between a department's graduate students (male to female) and its graduate assistants (male to female);

— An investigation into the advising female students receive, the way they're treated by male professors and

administrators "when they have aspirations", and the feedback they get from administrators and the Office of Financial Aids when they want to enter fields usually considered male-oriented, such as human medicine or physics.

A question was raised concerning the willingness of individual women to follow through cases of alleged discrimination by testing them before the Anti-Discrimination Judicial Board.

"I think in general women operate on a defeatist attitude," said Mary Virginia Moore, chairman of business law and office administration, because they may not want their "case histories bared." Other women suggested that they may not want to "jeopardize their husbands," or their own possibilities of

getting future recommendations, or they don't want to be considered too aggressive.

THE TASK FORCE will study areas discussed at the meeting to document possible areas of discrimination. It is to submit a report to the Committee Against Discrimination, which will then report to President Wharton with recommendations for the University.

Some women at the meeting, however, thought that more than a short-range study is needed. They said long-range permanent bodies or positions for women on campus are needed, and they suggested an increase in female positions in the various units of the University.

MSU Trustee Warren Huff, who has expressed interest in women's rights, attended the meeting, but said later that he thought little would come of it.

He noted the low professorial ranks of the female members of the Committee Against Discrimination and the Anti-Discrimination Judicial Board. He also pointed out that little new information or complaints were aired at the meeting, but he did express interest in the complaint concerning the lack of a fulltime gynecologist at Olin.

Procedures to be followed by the task force — and how the task force will be comprised — have not yet been determined. The woman subcommittee of the Committee Against Discrimination

will be meeting sometime in the future, according to Mrs. Rita Zemach, assistant professor of electrical engineering and systems science, and chairman of the CAD.

* * *

CATALYST FOR the study was a July 8 memorandum to CAD from Robert Perrin, vice president for University relations.

"President Wharton has asked the Committee Against Discrimination, in conjunction with the Office of Equal Opportunity Programs, to give special attention to insuring equality of treatment to women at all levels of activity at MSU," Perrin wrote.

Suggested areas of possible discrimination include:

- Recruitment of women faculty.
- Tenure status of women faculty.
- Salary levels of men and women performing the same work.
- Promotion policies, criteria and rate of advancement for women compared to men.
- Measures to increase the number of women in faculty and administrative posts.
- Recruiting practices of employers visiting the Placement Bureau.
- Job specifications and salary scales for men and women in administrative-professional positions performing the same work. — BEVERLY TWITCHELL

Two units are implementing antidiscrimination policies

The Committee Against Discrimination and the Anti-Discrimination Judicial Board were established Feb. 28, 1970, following a study headed by Wilbur B. Brookover, professor of sociology and of education, and associate director of the Center for Urban Affairs.

Both bodies were created to implement University policies against discrimination on the basis of race, creed, ethnic origin or sex.

"The University must strive actively to build a community in which opportunity is equalized, and use its facilities and human resources to develop the skills and opportunities of the members of all groups so they may play responsible and productive roles in society," stated the document establishing the two groups.

The Committee Against Discrimination is empowered to "conduct or direct its staff to conduct periodic reviews of the operation of the several units of the University, to identify policies or practices which may reflect discrimination after appropriate notification of the President."

The committee held its first meeting in May and began to establish the procedures to use in its investigations. One investigation of a University unit has taken place thus far, with a report yet to be made. Another subcommittee is beginning a study into a second University division, and a third has begun a study into the status of women at the University.

* * *

WHILE THE Committee Against Discrimination looks into broader areas, the Anti-Discrimination Judicial Board will hear individual cases. Some 25 to 30 complaints have been brought to the

office of Joseph H. McMillan, director of Equal Opportunity Programs. These cases are investigated, and some are referred to the judicial board; others may be settled at this level or the allegations may be dropped.

Complaints have covered the whole range of the University community, McMillan said. Students have had the most complaints, but none of these has been by minority students, he said. Most complaints concern civil liberties, such as problems concerning the length of hair, particularly from athletes. Some complaints have come from female students, McMillan said.

Two cases have been presented to the judicial board, and both have been settled. One involved a charge of sex discrimination in reference to salary.

The second was a charge from Pauline Hess, former cheerleader coach, against three people for racism, discrimination and harassment.

The judicial board was unable to find evidence to substantiate the charges against anyone involved.

Most of the complaints brought to his office are groundless, McMillan said.

"Discrimination is very difficult to prove," he said. "You have to have conclusive evidence, and that's hard to come by."

Commencement dress

Faculty who wish to rent academic apparel for fall term commencement exercises — on Dec. 5 — have been asked to inquire at the Union Desk or to call 355-3498. Deadline for ordering faculty attire in Tuesday, Dec. 1.

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From the Hannah Administration Building . . . by Dick Wesley

Innovations shape the residence halls

Innovations that incorporate both physical and social change have been in operation since the beginning of fall term in several of the University's residence halls.

The changes have occurred in seven halls, according to Douglas S. Zatechka, a residence halls area director in the dean of students office.

Zatechka said that the innovations are designed to provide opportunities for "new and unique living standards, and for educational programming experiences for both students and staff."

They are also to allow students to exercise wide choice from among various living - learning environments, he added.

Residence hall innovations this term include:

FEE HALLS

Sixty - five more apartments have been constructed, bringing the total of apartments to 111. Each includes new furniture and decorations, separate living and bedroom areas, a kitchenette,

dishes and silverware, carpeting, air conditioning, linen and phone service. They are offered as singles, doubles or four - man units. Residents can purchase meal tickets in the cafeteria or prepare their own meals. Apartments are available in both men's and women's areas.

The staffs of East and West Fee have combined into a single administrative structure. No resident assistants are assigned to the apartment areas. One floor of West Fee, formerly an all - male residence, is available to women.

AKERS HALLS

Akers offers 20 student apartments, with an emphasis similar to that in Fee: enhance a student's opportunity to develop through coeducational living, making value judgments and decisions and working with others in solving problems.

MCDONEL HALLS

East McDonel operates under a program whereby selected campus and other visitors live in the hall as "guests in residence" for short time periods

during which they speak and meet with McDonel students.

Guests so far have been State Rep. Jack Faxon of Detroit, Robert C. Underwood, manager of residence halls; and Leonard Stuttman, recent candidate for the State Senate from Lansing.

SHAW HALLS

Both East and West Shaw have introduced programs aimed toward coeducational living. Alternate floors house men and women, with students responsible for directing the new living pattern and for planning programs.

HOLDEN HALLS

A focal point is the new Black Culture Room in East Holden that includes an 800 - volume library on black culture, plus tape and record libraries. Programs, discussions and social functions are developed by the Holden Hall Committee for Racial Understanding.

MAYO HALL

One of the two small coed halls this year, it has 239 men and women upperclass and transfer students in a new coeducational living arrangement. First floor east and third floor house women; first floor west and second floor house men. First floor east and first floor west, each housing 14 students, have no resident assistants - an experimental arrangement.

WILLIAMS HALL

Williams was remodeled last summer to provide more luxurious living for upperclass students. It is a coed hall, and students are assigned on request. All rooms have carpeting, drapes, new refrigerators and color - coordinated lamps. Meals are not available in Williams, but students may take a board contract in another hall on Circle Drive if they wish.

Telephone rates

(Concluded from page 1)

Independence, Labor and Thanksgiving Days.

Under the new rates, for example, it costs 24 cents a minute to phone Traverse City if the call is direct - dialed between 7 a.m. and 5 p.m. on a weekday. The same call costs 30 cents a minute if it is station - to - station but involves operator assistance. A daytime

person - to - person call to Traverse City costs 80 cents for the first minute and 30 cents for each minute thereafter, plus a service charge of 50 cents.

* * *

NEW RATES also affect use of the "foreign exchange" (FX) lines to Detroit. Although the University pays a basic monthly rate for lines that link the campus to Detroit, there is also a small charge for each call made on those lines. Discounts under the new rates apply to calls dialed via the access (171) to suburbs in the Detroit calling area.

There is no per - call charge for calls to the Ann Arbor, Grand Rapids and Pontiac calling areas.

A new single installation charge of \$8.80 replaces the varied charges for installation, connections, changes or moves under the old system.

This means that campus customers considering any phone or service alterations will save money by having all those alterations done with a single service call.

* * *

MONTHLY RATES for residence hall telephones rose from \$4.65 to \$4.80.

There are some 9,400 phones in the dormitories and 2,400 more in married housing units. Campus offices have about 7,300 phones, including extension. The whole campus has more than 19,000 telephones.

Beethoven concert salutes Kennedy

A concert commemorating the Beethoven bicentennial and memorializing the late President John F. Kennedy will be presented Sunday (Nov. 22) by the MSU Symphony Orchestra. It will be at 4 p.m. in the Lansing Sexton High School Auditorium.

The State Singers and the Albion Choral Society will join conductor Dennis Burk and the MSU Symphony.

The program includes Beethoven's "Symphony No. 9" and the "Cantata on the Death of Franz Joseph II."

Conrad Donakowski, assistant professor in James Madison College, points out in the concert program notes that "both men (President Kennedy and Franz Joseph II) seem to epitomize the hopes, failures and joys of their times."

A-P committee studying classification procedures

A current look at the University's administrative - professional classification system may lead to a recommendation that a full - scale study be made of the campus classification procedures.

A 14 - member committee of the Administrative - Professional Association is examining the classification system to determine if such a study is needed and to decide how the A-P Association should be involved.

Chairman of the committee is J. Henry Backus, employment specialist in the personnel center.

At the group's first meeting last month, Backus reported, it was noted that several aspects of the University's wage and salary administration are not clearly

understood - such as job classifications, titles, specifications and descriptions, and levels of responsibility.

At a meeting last week, the committee met with Gerald O'Connor of the Personnel Center. Members also discussed the advisability of conducting a study of the classification system at this time.

Another session of the committee is planned for next week, at which time the members will discuss their conclusions and possible recommendations.

Recommendations from the committee will be reported to the A-P Association for action. Backus said his committee has no deadline for completing its task.

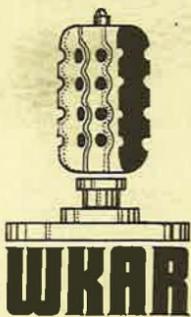


Tuesday, Nov. 17 - 7 p.m. . . President Wharton explores campus issues on "Presidential Forum."

Wednesday, Nov. 18 - 7 p.m. . . Paul Zukofsky and Gilbert Kalish perform the Sonata in A Minor, Op. 23 on "Beethoven: Sonatas for Violin and Piano."

Friday, Nov. 20 - 7 p.m. . . The local area housing crisis is examined on "Assignment 10."

Sunday, Nov. 22 - 12 noon . . . First in an eight - part series ("Nader Report") featuring investigations of Ralph Nader. 3 p.m. . . The story of the man who led freed slaves from the South to the West is featured on "Black Frontier." 10 p.m. . . "Swan Lake" features prima ballerina Lois Smith and the National Ballet of Canada. 11 p.m. . . "NET Playhouse Presents the Stratford National Theater of Canada: Three Musketeers."



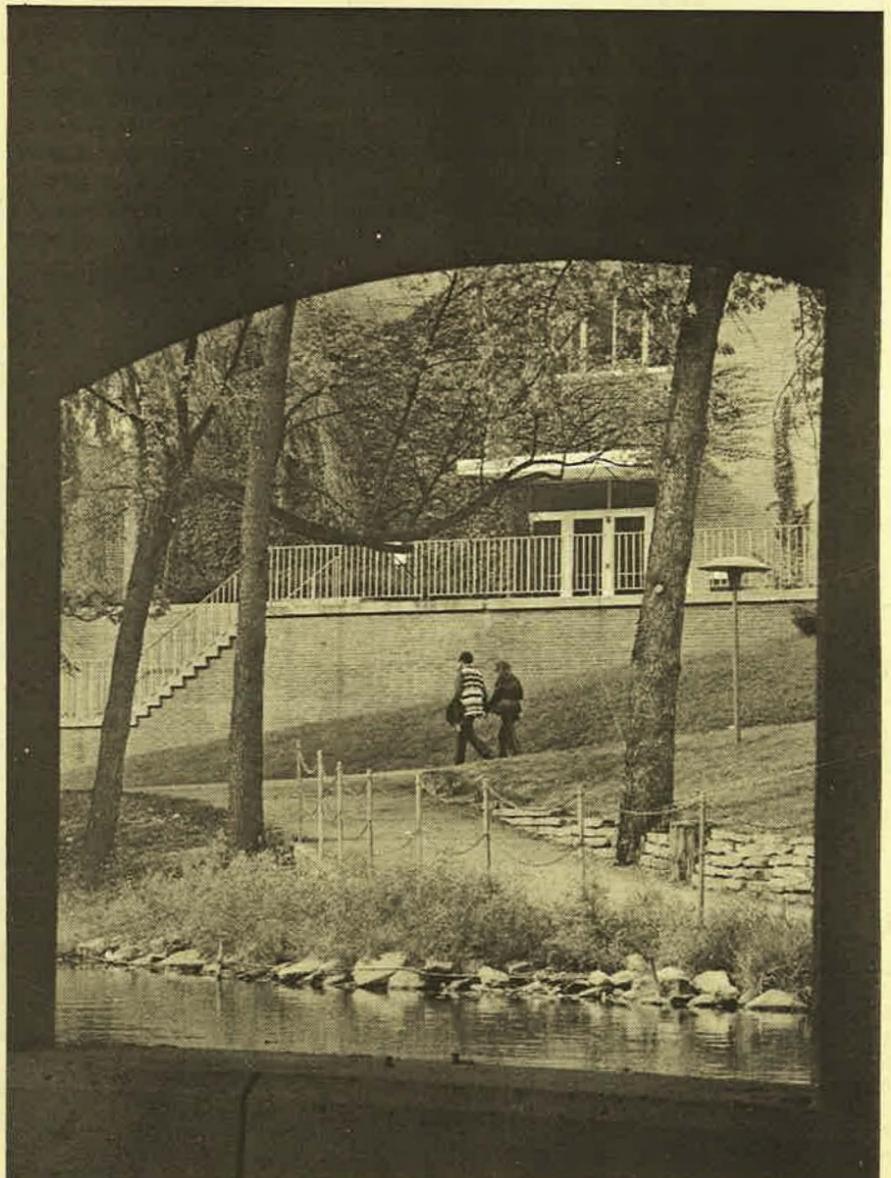
Tuesday, Nov. 17 - 8:30 p.m. (FM): Beethoven's Symphony No. 4, Concerto No. 4, Op. 58 is performed by the Boston Symphony.

Wednesday, Nov. 18 - 8 p.m. (FM): "The Second Mrs. Tangueray" is performed on "BBC World Theatre."

Thursday, Nov. 19 - 11:30 a.m. (AM): Interviews with "Four Angry Congressmen" is the topic for "A Federal Case."

Friday, Nov. 20 - 7 p.m. (FM): The opera is "Die Walkure."

Sunday, Nov. 22 - 10 p.m. (FM): The Boston String quartet plays chamber music by Schoenberg and Schubert on "New England Conservatory Concerts," a new series.



- Photographed by Dick Wesley

East Lansing: 'Music capital for a week'

(Editor's Note: Chicago Daily News reviewer Bernard Jacobson was among those attending the recent Beethoven Festival at MSU. Following is his review in the Nov. 9 issue of the Daily News).

Sometimes it's London. Sometimes it's Vienna. Sometimes it's Paris, or New York or Chicago. But last week the capital of the musical world was East Lansing, where the touring Chicago Symphony joined forces with conductor - pianist Daniel Barenboim, his cellist wife Jacqueline du Pre and violinist Pinchas Zukerman in as glorious a commemoration of the Beethoven bicentenary as you could hope to come upon.

The formal concerts in this Michigan State University presentation were only part of the story, but the two I was able to attend must take pride of place, for they offered the kind of music - making we dream about yet rarely hear.

* * *

ON TUESDAY, Barenboim gave a recital of four Beethoven sonatas. His uncompromising musicality was evident at once in the daring yet utterly logical tempo he set for the opening movement of Opus 10 No. 1 in C minor: this was a true "Molto allegro e con brio," fiendishly difficult to bring off in performance, but on this occasion managed with flawless tonal control and rhythmic poise.

The D minor Sonata, Op. 31 No. 2, and the G major, Op. 79 (more properly entitled "Sonatina"), provided countless other proofs of the 28-year-old pianist's extraordinary taste and imagination.

Appropriately, however, the late A major Sonata, Op. 101, was the crown of the evening, most particularly in the almost impalpable delicacy of the brief slow movement - music that on Tuesday seemed to be not so much heard as directly apprehended by the spirit.

For such rarefied Parnassian air, the 3,800-seat University Auditorium was

hardly the most congenial setting. Still, an audience of 1,500 more than compensated for any thinness around the edges by a quiet attentiveness and enthusiasm seldom encountered in the more esthetic confines of Orchestra Hall. Two encores - the Adante from Opus 14 No. 2, and the finale from Opus 2 No. 3 - rewarded the standing ovation at the end.

* * *

NEXT DAY Barenboim the pianist gave place to Barenboim the conductor. This was the first time he has led the Chicago Symphony, and it ought to be the beginning of a long and fruitful collaboration. As Barenboim said afterwards, with an unbelievable shake of the head, "They respond so quickly to anything you ask of them - so what are you going to rehearse?"

His easy musical authority, profound knowledge of his scores and impeccably lucid baton technique drew a no less enthusiastic reaction from the orchestra men.

I don't intend, for the moment, to go into interpretative details about the two works on the program - Dvorak's Cello Concerto and Beethoven's "Eroica" Symphony - because those who were not there will have a chance to remedy the omission.

This week Jacqueline du Pre (who played on Wednesday with much more assurance and serenity than on her Orchestra Hall appearance last season) is to record the Dvorak concerto with Barenboim and the Symphony.

The East Lansing performance, given before an enthralled near-capacity house, was the most beautifully played "Eroica" I have ever heard. I shall say more about the interpretation after (last) Saturday's repeat (in Chicago). Meanwhile, let it simply be stated that anyone who voluntarily misses this popular concert deserves never to hear music again.

(Reprinted with permission from the Chicago Daily News)

Two geology firsts recorded here

By PHILLIP E. MILLER
Science Editor, News Bureau

"... We may, without presumption, inquire into what actually took place at the Creation: And, by examining stones and rocks, as we now find them, endeavor to trace what changes they have undergone in the course of ages."
- Granville Penn, 1828

Today's geologist is as a baby beginning to comprehend its cradle.

It was about a year ago that a geologist first peered at ocean granite - a rock that may be a missing piece of the puzzle of continental drift.

A Columbia University team dredged up the rock amidst submerged cliffs of a ridge south of Cuba and north of Venezuela.

Prof. Thomas A. Vogel and graduate student Bruce Walker, both MSU geologists, examined the rock and brought back about 200 pounds of it.

"Before the granite discovery," said Vogel, "geologists thought that ocean floors were made of basalt, but never of granite. Granite was thought to be continental rock only."

* * *

GRANITE IS formed by interactions of the earth's crust, whereas basalt is formed from rapidly cooled volcanic melts.

Walker said that "in many ways these

first granite rocks are more valuable than the first moon rocks brought back by man."

The discovery site is active with earthquakes.

"A new continent could be in its first birth-throes," said Vogel.

Analysis of the ocean granite is now underway here.

"I don't think people yet realize the possible significance of these rocks," said Walker.

* * *

ON THE HEELS of this study on one of the major geological puzzles came another first, again at MSU.

For 150 years geologists have tried to explain how a rock that was common back in the Paleozoic Era and is still around today came into creation. The rock is dolomite, which makes up about 15 per cent of the earth accessible to modern technology and which is the storage rock for a good percentage of oil and gas.

For five decades, geologists have tried to make the rock in the laboratory, with hopes that they could explain its conditions of formation. Such information could help an oil driller estimate the next best drilling sites.

Perhaps more importantly to most geologists, such an understanding of dolomite would help to explain an important part of the creation of the earth.

"It was one of the major problems in geology," said Robert Ehrlich, the major professor of graduate student Patricia Orr.

While cooking for girl scouts at summer camp, Miss Orr discovered the

rock recipe. She brain-stormed geological papers on dolomite at the summer job and came back to campus with the answer.

"It was all there in the literature just ready for somebody to put together," said Miss Orr.

Groups invited to develop campus-wide opinion polls

Six University groups have been asked to join in creating a formal process for conducting campus-wide opinion polls.

Letters of invitation to participate in an opinion poll committee have gone to Associated Students of MSU (ASMSU), the Council of Graduate Students, the Academic Council, the Administrative - Professional Association, the MSU Employees Association (clerical - technical) and AFSCME Local 1585.

The committee, when formed, will be charged with organizing polling machinery, selecting and formulating poll topics, arranging for the counting of ballots and disseminating the results.

The letters were sent by Robert Perrin, vice president for university relations. The decision to proceed grew out of recommendations made by an ad hoc committee which met during the

summer to discuss the feasibility and desirability of opinion polls.

Perrin said the new group would be a permanent committee with responsibility for all phases of the polling operation. ASMSU and the Academic Council each would have two members, and the other organizations one each. The committee would solicit topics for poll questions from the campus community.

"Although the results of the balloting on any specific issue will be for informational purposes and not be binding, it is vitally important that the process be trusted."

He emphasized that the polling would not interfere with or replace internal elections or other votes conducted by constituent groups on campus.



- Photographed by Dick Wesley